

# Occupational Compensation Survey

## Technical Note

The Occupational Compensation Survey program provides information on the average hourly and weekly earnings for selected occupations for approximately 100 metropolitan areas and 70 nonmetropolitan counties. In addition, the survey provides selected employee benefits data for some areas. The survey covers establishments with 50 workers or more in goods producing industries (mining, construction, and manufacturing); service producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services), including health services; and State and local governments. Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Surveys are conducted throughout the year on a sample basis. The sample for each area is selected based on industry and size. Data collected from the sample of establishments were appropriately weighted to represent all establishments within the survey.

The occupations covered by the survey are common to a variety of public and private industries. Occupations are classified using a uniform set of job descriptions, designed to take into account inter-establishment variation in duties within the same job.

The survey provides data on full-time workers by straight-time earnings for selected professional, administrative, technical, protective service, clerical, maintenance, toolroom, material movement, and custodial jobs. Pay increases under cost-of-living allowance clauses and incentive payments are included in these data, but premium pay for overtime

and for work on weekends, holidays, and shift differentials, nonproduction bonuses, and profit-sharing payments are not. Weekly hours refer to the standard workweek for which employees receive regular straight-time salaries.

For some occupations, pay data may not be available at the industry or all-industry (overall) level because either the data do not provide statistically reliable results, or the data may disclose individual establishment data. All-industry estimates combine data from each industry, even though pay data may not appear separately for each industry division.

All agencies that collect and publish data for metropolitan areas use the most recent definitions of metropolitan areas established by the Office of Management and Budget. A Metropolitan Statistical Area (MSA) is defined in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. If an area has a population greater than 1 million and meets certain other requirements specified in the Metropolitan Area standards published in the *Federal Register*, it is termed as a Consolidated Metropolitan Statistical Area (CMSA).

### Additional information

For further information, contact the Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, Washington, DC 20212-0001. Telephone: (202) 606-6220. E-mail: [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov) World Wide Web access: <http://stats.bls.gov>

**Table C-1. Average weekly pay in all industries for white-collar occupations, in selected areas, 1996<sup>1</sup>**

Occupations <sup>2</sup> and level	Statewide <sup>3</sup>		Metropolitan Area		
	Alaska (July)	Hawaii (August)	Anchorage (July)	Honolulu (August)	San Juan (October)
<b>Professional</b>					
Accountants .....	\$943	\$749	\$895	\$756	\$521
1 .....	—	—	—	—	310
2 .....	760	603	746	596	429
3 .....	958	753	972	759	595
4 .....	1,198	885	1,116	885	887
5 .....	—	927	—	923	—
Accountants, public .....	—	—	—	—	—
2 .....	—	623	—	623	—
3 .....	—	729	—	729	—
4 .....	—	1,027	—	1,027	—
Attorneys .....	1,457	1,122	—	1,127	762
2 .....	—	—	—	—	797
3 .....	1,282	—	—	—	830
4 .....	1,569	—	—	—	—
Engineers .....	1,371	1,005	1,413	988	836
1 .....	892	567	—	—	587
2 .....	971	—	948	—	663
3 .....	1,124	870	1,125	853	769
4 .....	1,423	1,037	1,436	1,037	934
5 .....	1,696	1,236	1,732	1,235	—
6 .....	1,960	1,346	1,994	1,326	—
7 .....	—	—	—	1,374	—
Scientists .....	1,181	824	1,289	804	—
1 .....	—	—	—	—	535
2 .....	989	660	970	664	614
3 .....	1,178	712	1,148	681	758
4 .....	1,388	827	1,440	820	—
5 .....	1,829	1,211	1,844	—	—
<b>Administrative</b>					
Budget analysts .....	—	736	—	736	532
2 .....	—	—	—	—	478
Buyers/contracting specialists .....	939	679	921	684	486
1 .....	—	548	—	549	319
2 .....	836	661	741	672	—
3 .....	1,080	740	1,087	735	755
Computer programmers .....	860	640	844	642	560
1 .....	—	—	—	—	383
2 .....	764	569	739	570	485
3 .....	878	671	856	672	621
4 .....	—	783	—	783	—
Computer systems analysts .....	1,143	822	1,143	824	664
1 .....	976	750	978	744	523
2 .....	1,108	829	1,101	831	685
3 .....	1,262	847	1,260	850	853

See footnotes at end of tables.

**Table C-1. Average weekly pay in all industries for white-collar occupations, in selected areas, 1996<sup>1</sup> — Continued**

Occupations <sup>2</sup> and level	Statewide <sup>3</sup>		Metropolitan Area		
	Alaska (July)	Hawaii (August)	Anchorage (July)	Honolulu (August)	San Juan (October)
<b>Administrative</b>					
Computer systems analyst supervisors/managers .....	—	\$999	—	\$999	—
1 .....	—	970	—	970	—
2 .....	—	1,013	—	1,013	—
Personnel specialists .....	\$1,061	785	\$1,058	789	\$581
1 .....	—	513	—	516	322
2 .....	803	640	—	641	422
3 .....	979	797	946	796	586
4 .....	1,294	854	1,295	851	984
5 .....	—	1,191	—	1,190	—
Personnel supervisors/managers ..	1,548	1,244	—	1,259	—
1 .....	—	—	—	—	868
2 .....	—	—	—	—	1,034
Directors of personnel .....	—	—	—	—	1,319
Tax collectors .....	—	—	—	—	—
2 .....	—	542	—	531	—
3 .....	—	639	—	639	—
<b>Technical</b>					
Computer operators .....	738	510	626	505	306
2 .....	544	469	544	473	302
3 .....	884	560	681	553	418
Drafters .....	850	608	840	—	—
1 .....	—	—	—	—	288
2 .....	—	—	—	—	390
3 .....	887	615	859	—	—
4 .....	850	628	—	—	—
Engineering technicians .....	1,137	777	—	—	481
1 .....	—	—	—	—	341
2 .....	—	—	—	—	432
3 .....	—	—	—	—	518
4 .....	—	830	—	—	—
Engineering technicians, civil .....	835	630	882	628	495
1 .....	593	—	—	—	—
2 .....	658	—	556	—	—
3 .....	751	545	—	—	—
4 .....	891	660	914	—	—
5 .....	—	736	—	—	—

See footnotes at end of tables.

**Table C-1. Average weekly pay in all industries for white-collar occupations, in selected areas, 1996<sup>1</sup> — Continued**

Occupations <sup>2</sup> and level	Statewide <sup>3</sup>		Metropolitan Area		
	Alaska (July)	Hawaii (August)	Anchorage (July)	Honolulu (August)	San Juan (October)
<b>Protective Service</b>					
Corrections officers .....	\$901	\$551	\$914	\$555	—
Firefighters .....	901	607	1,114	604	—
Police officers .....	1,099	651	—	—	—
1 .....	1,102	649	1,131	660	—
2 .....	—	700	—	—	—
<b>Clerical</b>					
Clerks, accounting .....	535	491	512	496	\$282
1 .....	—	—	—	—	222
2 .....	439	421	450	422	251
3 .....	531	454	510	454	322
4 .....	654	569	607	578	—
Clerks, general .....	502	418	492	423	230
1 .....	—	—	—	—	186
2 .....	470	334	456	332	211
3 .....	558	403	494	398	—
4 .....	582	—	583	447	304
Clerks, order .....	—	418	—	419	296
1 .....	—	418	—	419	295
Key entry operators .....	410	384	372	382	263
1 .....	359	352	—	353	248
2 .....	447	431	—	424	312
Personnel assistants .....	630	498	592	502	372
1 .....	—	—	—	—	243
2 .....	479	429	—	433	333
3 .....	636	501	608	502	423
4 .....	739	545	—	542	—
Secretaries .....	632	611	563	617	374
1 .....	—	434	—	—	312
2 .....	—	541	—	547	345
3 .....	714	611	—	610	421
4 .....	—	721	—	726	—
5 .....	—	822	—	822	—
Switchboard operator-receptionists	427	394	424	391	256
Word processors .....	581	458	—	458	255
1 .....	—	—	—	—	211
2 .....	—	432	—	432	290

<sup>1</sup> See footnotes at end of tables.

**Table C-2. Average hourly pay in all industries for blue-collar occupations, in selected areas, 1996<sup>1</sup>**

Occupations <sup>2</sup> and level	Statewide <sup>3</sup>		Metropolitan Area		
	Alaska (July)	Hawaii (August)	Anchorage (July)	Honolulu (August)	San Juan (October)
<b>Maintenance and Toolroom</b>					
General maintenance workers .....	\$17.16	\$13.30	\$14.75	\$13.52	\$6.66
1 .....	15.05	11.65	11.32	11.36	6.43
2 .....	20.17	14.89	18.56	15.52	10.56
Maintenance electricians .....	22.56	15.82	—	16.03	10.06
Maintenance electronics technicians	28.23	19.35	28.06	19.50	11.20
1 .....	—	—	—	—	9.41
2 .....	27.76	—	28.12	—	11.88
3 .....	30.10	20.18	—	20.18	—
Maintenance machinists .....	—	17.51	—	18.90	10.81
Maintenance mechanics, machinery ..	23.88	15.04	—	15.37	11.59
Maintenance mechanics, motor vehicle .....	19.98	17.53	18.59	—	9.99
Skilled multi-craft maintenance workers .....	23.07	17.34	19.44	18.42	12.62
Tool and die makers .....	—	—	—	—	12.01
<b>Material Movement and Custodial</b>					
Guards .....	—	8.24	—	7.96	4.81
1 .....	—	7.89	—	7.75	4.80
2 .....	—	—	—	12.72	5.01
Janitors .....	10.86	8.02	8.68	7.71	4.96
Material movement and storage workers .....	17.06	10.92	16.08	10.85	6.74
1 .....	—	9.06	—	—	5.88
2 .....	17.20	11.14	16.18	11.08	7.24
Forklift operators .....	—	—	—	—	7.15
Shipping/receiving clerks .....	17.63	—	—	10.10	7.98
Truckdrivers .....	17.36	—	16.69	11.94	6.73
Light truck .....	—	9.13	—	9.01	5.41
Heavy truck .....	15.85	11.91	—	11.87	6.19
Tractor trailer .....	16.51	13.82	17.11	14.11	8.40

<sup>1</sup> Alaska, Anchorage, Hawaii, Honolulu, and San Juan were surveyed in 1996 under a special contract using standard Occupational Compensation Survey definitions and procedures.

<sup>2</sup> The Occupational Compensation Survey covers 42 different occupations, many of which are distinguished with multiple levels.

<sup>3</sup> The Alaska survey includes the Anchorage Metropolitan Statistical Area. The Hawaii survey includes the Honolulu Metropolitan Statistical Area.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.